

Colorado Workforce Development Council (CWDC)

SKILLS DEVELOPMENT PARTNERSHIP COMMITTEE MEETING

Colorado Community College System
Building 967
Denver, CO

October 5, 2004
10:00am – 12:00pm

Meeting Summary

In Attendance:

Members:

Gary Bien, Alexandra Hall, George Delaney, Tom Kilijanek

Council Staff:

Booker Graves, Steve Wright, Aron Diaz, Glenn Little

Others:

Linda Forkner, Mary Gershwin, Cec Ortiz, Darcy Brannigan, Elise Lowe-Vaughn, Chiquita McGowin

Absent:

Steven Brown, Ledy Garcia-Eckstein, Doug Glynn, Mary Hillsman, Nina Holland, Kersten Hostetter, Lucille Mantelli, Samantha O'Neill, Dan Pilcher, Jim Rowell, Roger Smith, Mark Warne

Meeting:

- I. Welcome and Introductions – Meeting was called to order by George Delaney, Co-Chair. Dr. Roger Smith is out of town on business, so he couldn't make it to the meeting. Everyone introduced themselves. Announcement of new Community College System President effective Oct 15th, Nancy McCallin. She will be joining the SDPC meetings in the future in George Delaney's place.
- II. Director's Report – Booker T. Graves

Review of approved Adult Discretionary Grants and report from the Grant Review Committee. There were 11 grant proposals approved, and, of those, five were assigned to the SDPC to

monitor. The SDPC approved the forwarding of the Review Committee's report to the full Council for their approval.

The SDPC needs to have a strategic planning meeting at the beginning of next year to discuss future grants and plans for the committee. At this meeting, a discussion should occur regarding whether there needs to be a new focus, beyond healthcare for the committee. A facilitator will be brought in to lead the meeting.

The BOAM Committee has been successful in the last month with September being Workforce Development month. There were widespread activities throughout the state. They will hold community forums to determine future focus areas. They are bringing in futurist, Ed Barlow, to lead the forums.

Had a meeting with the Assistant Commissioner of Education for Colorado. They are looking into redesigning high schools, as they are not providing the skills that are needed for careers in the future. The Department of Education may be making some funds available to create a model project or two to reach those students that are being missed currently. There will be a meeting to discuss what is being done and what can be done to change the results of our high school training in Colorado.

Booker introduced Elise Lowe-Vaughn to discuss a healthcare grant which the CDLE is taking the lead on. A collaborative learning center at Fitzsimmons is being created. A 5000 square foot facility is on loan until the 20,000 square foot facility is completed. The center will deal with educational issues in placing workers, improving the number of allied healthcare workers and growing the faculty. It will also work with clinical staff to advance their skills and expand the number of Masters and Doctoral candidates that can teach healthcare skills. There have been extensive conversations on how to expand partnerships for this initiative. Rocky Mountain PBS will help make the program available statewide. Clinicals have been the biggest issue. Current students are not at the standard that they need to be in order to be safe in a healthcare environment. The center will offer hands-on, virtual simulation to advance students' skills. Currently, work is being done in conjunction with the University of Colorado Health Sciences Center to create a virtual anatomy that will be available to schools and students via the internet and the technology provided by PBS. CCCS is developing training programs that will assist with being able to teach training skills. These efforts will affect numbers, quality, and the time it takes to train new nurses. There needs to be effective utilization of available technology to train healthcare

professionals. This is a five year initiative, with \$3,000,000 in private sector contributions and the CDLE is putting in \$1,000,000 as matching funds. The target date is to have the center up by January. In the meantime, an assessment tool is being developed to identify appropriate candidates for healthcare careers. Tom Kilijanek brought up the issue of nurse retention (40% of all nurses leave their careers within the first five years). Retention has been the weakest link in the process. The private sector partners should help with the retention issue. Sue Carparelli, with the Center for Nursing Excellence, is a big supporter and should come and talk to the committee. The governing board will be created by the contributing partners and will not be any single entity's private project. Booker asked for \$500,000 from the remaining Statewide Activities Funds to help with the setup and operation of the learning center. It should be emphasized that the center will not duplicate what the Community College System already has in place. This program is not designed to replace current projects, but to enhance them. If the federal funds that have been applied for do not come through, a smaller scale project will be implemented. When all is said and done, upward of \$15,000,000 will be utilized for this program. The \$500,000 requested by Booker is for startup costs only. There was a motion, which was seconded, and the request for \$500,000 to be given to the CDLE was approved.

Booker introduced Darcy Brannigan from the Denver Office of Economic Development, Division of Workforce Development (OED-DWD) to discuss a project they are working on related to foreign nurses. Many of these candidate don't have the money to become nurses here. They need to get credentials and take an entrance exam to work in the US. OED-DWD is working with faith-based organizations to assist in this initiative. The goal is to develop a curriculum to train candidates successfully as LPNs, RNs, and Certified Nursing Professionals. Looking for funds to expand the project that is being created. These are very well-trained nursing candidates that have usually run clinics in their home countries. Most of them have university degrees, but the language barrier when they come to the US is difficult to overcome. This is a project that can be replicated throughout Colorado. Potential candidates for the project have been chosen. The hope is to hold four 12-week modules. The Center for Nursing Excellence, and a couple of hospitals have partnered on the project. Booker asked the committee for \$117,000 to help with the project. Cec Ortiz will raise an additional \$50,000. Gary Bien asked about the issue of citizenship status of the candidates. All are eligible to work in the US. Tom asked about the ability and willingness of the candidates to complete the training while they are also working. Those that

have been chosen are committed and highly motivated. A Doctor-to-Nurse project is being looked at for next year. The request for \$117,000 was moved, seconded, and passed.

In the interest of time, rather than reviewing the current adult grant projects at the meeting, the summary report has been given to everyone to review on their own.

Proposal for SDPC meetings for next year. The proposed Feb 1st meeting should turn into a Strategic Planning meeting. The schedule was accepted by acclamation of the committee members.

There has been a request to change the name of the SDPC. This will be discussed at the strategic planning meeting in February. The name should focus on the skills and needs of businesses in the future.

III. LMI – Alex Hall

Colorado has added 16,500 new jobs, and that's not just creating low skill, low paying jobs. The outlook for Colorado through 2012 is that the expected job growth rate will be 2.3%, which means 55,000 new jobs for Colorado per year (55% of growth occurs in the Denver Metro area), and this is a conservative estimate.

LMI has created some well received products, items that can be used as handouts and displays at workforce centers, that highlight important areas of growth. Also, a pocket resume has been created that has shown to be very popular. Any items can be ordered from LMI, just call 303 318-8852.

LMI has joined a pilot project for mapping applications. Working on creating new web-based technology to examine workers, workforce centers, labor, etc.

Feedback from customer satisfaction reports shows that products are hitting the mark, but there's not enough marketing being done for people to know who the workforce centers are. Need to complete a work statement with Booker and Mark Pingrey.

Regarding the Job Vacancy Survey, the suggestion of adding three brand awareness questions was made, but at a cost of \$50,000, this may not be viable. There is a need to determine the value of this product, and whether or not changes should be made. Currently, the Job Vacancy Survey is just a snapshot of the labor market.

An LMI training program with workforce regions is being created.

Some recent turnover issues are being worked out internally.

IV. CCCS – Mary Gershwin/Linda Forkner

Of the 13 community colleges in Colorado, 11 have nursing programs. CCCS provides over 65% of nursing graduates in the state. There are 2048 students in nursing programs, meaning that 5% of all community college students are in nursing programs. Nursing graduates have increased by over 30%. One out of 10 faculty members is teaching nursing, with 10% of the nursing faculty being fully funded by area hospitals. Student attrition ranges from 0-40%.

The HCA grant has four partners. Two community colleges received \$1.6 million from this grant. Admission to Arapahoe Community College has increased, the staff has increased, and their nursing building has doubled in size.

There has been an absence of statewide leadership in healthcare training within the Community College System. A healthcare lead position has been created to facilitate the program. Standard admission criteria has been identified and is has been recommended that a web-enabled admission process with one process for every school to avoid duplication on wait lists would help. All nursing programs must be nationally accredited by 2008.

Gary Bien inquired as to why there are such long waiting lists. This has to do with the availability of qualified faculty (must be at the Masters Level to teach), the lack of incentive to anyone to increase class size (all operate at a loss - \$2600 per student). Many people leave nursing positions due to lack of preparedness and the stress level. Clinical locations really cause the biggest problem in getting students into nursing programs and completing them. It was suggested that a loan repayment plan and a commitment from the private sector upon graduation would encourage students to complete the programs.

There would be a cost of \$50,000 to add a staff person to facilitate the nursing program further. Based on the importance of helping students enter healthcare careers, Booker suggested granting \$30,000 to the CCCS system to cover this staff person for the remainder of the year. There was a motion made to approve this request, it was seconded, and passed.

Colorado is unique in that there is a single entity that oversees secondary and post-secondary career and technical education. There needs to be a smoother transition from high school to secondary educational institutions. Currently, community college credit for career/technical education courses taken in high school is being offered to encourage students to continue their education beyond high school. There are 2000 career/technical education courses offered in Colorado (1200 at the high school level). It's been shown that when you have these types of programs available to, more kids stay in school. Partnerships need to be improved regarding career and technical education programs.

V. Work Readiness Certificates – Tom Kilijaneck

This is a broadly defined program, providing a currency that someone is work ready. There is data available to identify what skill levels someone needs for various percentages of jobs. Objective assessments for cross-occupational skills are used, and there are eight skills areas that can be assessed through Work Keys.

The program is being promoted with employers by showing that these are teachable and trainable skills. There is currently an investigation into making this a statewide certificate. It works well with WIA-based programs for credibility issues.

Looking for a directive from the committee to collect information about what is happening nationally before making this a statewide program. Someone should look into what is currently happening in this state and what is going on in other states to determine if there should be a statewide certificate. A motion was made, seconded, and passed to investigate work readiness and a possible statewide initiative

VI. ePortal - Mary Ann Roe

She was unable to make the meeting, so her presentation will be rescheduled.

Meeting was adjourned by George Delaney at 12:40pm.